Office of Inspector General U. S. Postal Service

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174

Last Updated: September 30, 2016

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))		FY 2016				
20 01 1 10 14.704(a), (b), and (b))	FY 2011	FY 2012	ous Fiscal Year FY 2013	FY 2014	FY 2015	Thru 9/30/16
Number of Complaints Filed	8	17	12	15	6	11
Number of Complainants	6	14	12	15	6	10
Repeat Filers	2	3	0	0	0	1

Complaints by Basis 29 CFR 1614.704(d)						
1 1		Previ	ous Fiscal Year	Data		FY 2016
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	Thru 9/30/16
Race	1	5	7	3	4	8
Color	0	0	3	1	2	2
Religion	0	0	0	0	1	2
Reprisal	6	12	5	3	3	5
Sex	3	7	6	4	2	7
PDA	0	0	0	0	0	0
National Origin	1	2	0	0	0	1
Equal Pay Act	0	0	0	0	0	0
Age	1	5	5	4	1	5
Disability	1	5	1	11	2	5
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0

Complaints by leave 20 CER 1614 704(a)		 ,				
Complaints by Issue 29 CFR 1614.704(e)		Previo	ous Fiscal Year	Data		FY 2016
Note : Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	Thru 9/30/16
Appointment/Hire	0	0	2	0	0	0
Assignment of Duties	0	1	0	0	0	1
Awards	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	2	0	1	0	0
Suspension	0	1	3	1	1	1
Removal	1	3	0	1	0	2
Other	0	0	0	0	0	2
Duty Hours	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	5	3	3	3	5
Sexual	0	2	0	1	0	0
Medical Examination	0	1	0	0	0	0
Pay (Including Overtime)	1	0	0	0	0	1
Perf. Eval./Appraisal	3	3	1	1	0	1
Promotion/Non-Selection	0	3	0	0	0	5
Reassignment						
Denied	0	2	2	1	1	0
Directed	1	0	0	1	0	1
Reasonable Accommodation	0	1	1	1	0	1
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	0	0	0	0	0	0
Retirement	0	1	1	0	0	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a
Telework	n/a	n/a	n/a	n/a	n/a	n/a
Termination	0	1	1	0	1	1
Terms/Conditions of Employment	2	5	3	9	0	2
Time and Attendance	1	1	0	1	1	0
Training	0	1	0	0	0	0
Other	0	0	0	0	1	1

Processing Time (29 CFR 1614.704(f))			FY 2016			
The average length of time it has taken an agency to		Previo	ous Fiscal Year	Data		Thru 9/30/16
complete, respectively, investigation and final action for:	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	1111U 3/30/10
Complaints pending <i>(for any length of time)</i> during the fiscal year 1614.704(f)(1)						
Average number of days in investigation stage	141.22	105.57	158.22	134.38	44.50	160.00
Average number of days in final action stage	6.50	21.67	37.50	47.80	38.00	22.50
Complaints pending <i>(for any length of time)</i> during the fiscal year where a hearing <i>was</i> requested (1614.704(f)(3)						
Average number of days in investigation stage	140.75	112.83	161.00	145.00	2.00	154.60
Average number of days in final action stage	6.50	16.00	11.60	7.67	33.00	8.00
Complaints pending <i>(for any length of time)</i> during the fiscal year where a hearing <i>was not</i> requested (1614.704(f)(2)						
Average number of days in investigation stage	141.60	62.00	0	118.00	87.00	173.50
Average number of days in final action stage	0	50.00	0	42.00	48.00	37.00

		FY 2016				
Complaints Dismissed by Agency (29 CFR 1614.704(g))		Thru 9/30/16				
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	1111u 9/30/10
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	4	7	5	9	3	1
Average days pending prior to dismissal	19.00	27.29	33.00	13.67	26.00	15
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	0	0	2	1	2	0

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705) Previous Fiscal Year Data										FY 2016	
	FY 2011 FY 2012 FY 2013			2013 FY 2014			FY 2	2015	Thru 9/30/16			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0		1		0		0		0		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	0	0	1	100	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j)	Comparative Data (29 CFR 1614.705) Previous Fiscal Year Data											2016
Note: Complaints can be filed alleging multiple bases. The	F)/ (2044	E)/ 0					0044 FV 00		045	Thru 9	9/30/16
sum of the bases may not equal total complaints and findings.	FY 2		FY 2			2013	#	2014	FY 2		ш	0/
Total number of findings	0	%	#	%	# 0	%	# 0	%	#	%	#	%
			-	400								
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings without a hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k)	Comparative Data (29 CFR 1614.705)										FY 2	
Note: Complaints can be filed alleging multiple issues. The						cal Year					Thru 9	/30/16
sum of the issues may not equal total complaints and	FY 2		FY 2		FY 2		FY 2		FY 2			0.1
findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	1	100	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action			•			'		•			'	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	1	100	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			•	•		'		•			'	
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval.Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment			•	•		'		•			'	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a											
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a											
Telework	n/a											
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings without a hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action						Ш						
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval.Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a											
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a											
Telework	n/a											
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Danding Complaints Filed in Durvious Fiscal Vocas by		Comparativ	/e Data (29 CFF	R 1614.705)		FY 2016					
Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(I))		Previous Fiscal Year Data									
Status (29 CFR 1014.704(1))	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	Thru 9/30/16					
Total complaints from previous Fiscal Years	16	11	14	10	5	4					
Total complainants from previous Fiscal Years	16	11	13	9	5	4					
Number of Complaints Pending											
Investigation	0	0	0	0	0	0					
ROI issued, pending Complainant's action	0	0	0	0	0	0					
Hearing	11	6	6	3	4	4					
Final Action	2	0	0	0	0	0					
Appeal with EEOC Office of Federal Operations	2	6	0	3	0	0					

		Comparativ	ve Data (29 CFF	R 1614.705)		FY 2016
Complaint Investigations (29 CFR 1614.704(m))						
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	Thru 9/30/16
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	2	0	0	0